

# THE LAW

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## Tax man loses case against 12

### Ex-Essex man for ACC

PROMOTED to Assistant Chief Constable Operations in Leicestershire is Mr. Peter Joslin who transferred from Essex in May 1974 on promotion to Chief Superintendent.

Prior to this Mr. Joslin was Superintendent at Colchester. When the scheme for sending police officers to Essex University was opened in the late 60s Peter Joslin was one of the first beneficiaries, spending three years there. He held the rank of Inspector at that time and was promoted Chief Inspector during his course.

Much of his early service in Essex was in CID and he is a former pupil of King Edward VI Grammar School, Chelmsford.

Mr. Joslin's family have long been connected with Essex Police.



Mr. P. D. Joslin, pictured at the time of his transfer from Essex.

### Sports Club subs to go up

SPORTS club subscriptions are likely to rise in the coming months as a result of agreement in the Committee last month.

The matter had been put back from the previous meeting as Colchester were not in favour. But they had since held their AGM and agreed to a rise from 20p to 30p per month.

Two other divisions have yet to go through the formality of putting the rise

to their own AGM's but no difficulty is foreseen as both approved a rise last year.

It is necessary for every Division to agree the same rate of subscription so that the County Treasurer can deduct the money at source. The alternative is the collection of subscriptions in cash each month, something no-one who can remember it would want to go back to.

Sergeant Frost, the Colchester representative on

the Force Sports Committee has some sharp words for other Divisions. Colchester did not wish to be pushed by other Divisions, he reported, and they suggested that if the rest were hard up they should "organise fund raising ventures".

The suggested date for the increase is 1st June 1976.

### Tragic sudden death of Bill Wildish

ON Monday 22 March Chief Inspector Charles William Thomas Wildish died in Harold Wood Hospital after a very short illness. His death was received with a deep feeling of sadness at the loss of a friend and colleague who had lived a life of dedication to the Police Service and had died within sight of normal retirement at 30 years.

Bill, as he was affectionately called, served in the R.A.F. during the Second World War and was a Japanese prisoner of war from 1942 to 1945. He was 57 years of age and in his thirtieth year of service.

He started his Police career in the Romford and Rainham areas of

Essex moving on promotion to Sergeant at Colchester. Five years later he moved to Clacton as Inspector and then to Harwich.

In 1967 he was promoted Chief Inspector and came to Brentwood where he served till his death.

During these years he made many friends who liked and respected him for all the qualities he possessed. A more honest and straightforward man you could not wish to meet and he will be sadly missed by everyone who had the good fortune to know him.

The funeral took place on Monday, 29th March, at Corbets Tey Crematorium, Upminster, where the Chief Constable, together with senior officers, colleagues past and present, representatives from the Brentwood District Council, Brentwood Magistrates and many local associations joined with other mourners to pay their last respects to a fine man, a good and loyal friend and a first-class police officer.

Our deepest sympathy goes to his widow, Kit Wildish, his son William and daughter Jean on their sad loss.

but they didn't win—and the Inland Revenue didn't really lose

FORTUNATELY for the hard pressed Essex ratepayers the Inland Revenue lost their long drawn out case against 12 Essex policemen in the High Court last week.

The case rested on whether free police houses are liable to income tax. The Essex tax man, unlike some of his colleagues elsewhere, said they were.

The Police Authority, who paid the tax in any case on behalf of the policemen occupying police houses, took the opposite view and withheld the cash. So the Inland Revenue took 12 selected Essex Policemen to court.

Many other Police Authorities have watched the litigation with interest as it has been in the nature of a test case.

The judge, Mr. Justice Fox, said that section 47 of the Act enabled anyone who occupied a house by reason of his employment and paid no rent or reduced rent to be taxed on the estimated benefit he was getting.

But this did not apply to the policemen who were not in "beneficial" occupation. They had to live where directed in

order to perform their duties, and it was unreal to regard their accommodation as a form of extra remuneration.

So the County Council won — in theory — which means that about £1 million of the ratepayers' (that's you) cash will not have to be handed over to the man who collects the taxpayers' (that's you too) money.

But in any case the ratepayer (you) would only pay half because the rest would have come out of the Home Office grant which in turn comes from taxes (you pay these).

The case has taken 13 years, legal costs will be astronomic. But the 12 policemen will not have to pay, the costs will come out of taxes (you pay these).

### UNIFORM ON DEMAND

METHODS of issuing uniform underwent a radical change last month. No longer will there be an automatic annual distribution of uniform but members of the Force will be handed items on demand as the need arises.

Nor will uniform be made to measure. In future all requirements will be met from stock. A memorandum recently circulated from the A.C.C. Admin states, "Sufficient stocks are now held at Police HQ to extend the new issuing system to the whole of the Force". The new method has been operated on a trial basis in some Divisions already.

In future when uniform is required it may be demanded on a form E3 and will be forwarded through internal

mail channels. If it does not fit it will have to be sent back with another form E3.

Clearly, in devising the new system HQ expect some misfits. The revised form E3 has a special section C which begins, "The following items which were issued to me on ... do not fit properly".

To cut down the to-and-fro traffic in misfitting garments Officers who are visiting HQ for other reasons will be able to pop into the uniform stores with their completed E3, so that the stores staff can fit them out properly in the first place.

Officers should try to demand their whole year's requirements at once though there will be no minor alterations to sleeve or trouser lengths and so on.

requests other than the limits on uniform issue laid down in Police Regulations.

Mr. Mike Posnack, HQ Finance Officer, told The Law that this was not primarily a money saving scheme, "though it is hoped it will save money indirectly." This was because instead of ordering a full issue to be received 18 months later Force members could now order just what they need, for immediate issue.

"We hope it will be more efficient than the present system," added Mr. Posnack.

There will be a tailoring service on two levels, first to fit out those who are of an odd shape, and secondly for those who will be no minor alterations to sleeve or trouser lengths and so on.

### Police Committee against Bill

THE ESSEX Police Committee have ranged themselves beside opponents of the Government's independent element Bill designed to introduce a non-police body into police complaints procedure.

Under the Bill almost

every complaint after initial investigation will have to go to the Complaints Board who have power to over-rule Chief Constables.

The Committee feel that the Bill would undermine their own functions and those of the Chief Constable in imposing discipline in the

Force.

Coun. Norman Clarke, chairman of the county Finance and General Purposes sub-committee, said members were concerned that no police officer should be placed in jeopardy twice in respect of the same complaint.

## Extremely disturbed

THAT man, Mr. Kilroy-Silk, MP, is extremely disturbed again. The member for Ormskirk has been watching a film, described as "controversial," about the work of the Juvenile Liaison Scheme in the making of which Lancashire Police co-operated.

Said Mr. Kilroy-Silk, "I am extremely disturbed by the harrowing interrogation of a seven-year-old boy, said to have stolen a cowboy suit, in a police cell. This child was threatened that he would be put in a cell and that the lights would be turned out. The whole issue raises questions whether it is appropriate for policemen, who have no training in child care or social problems, to deal with children in trouble, particularly at a vulnerable age."

We wonder who decides when a person is trained in child care or social problems. Those who hold certificates in these arts and commonly known as social workers have been having a bad press lately after some of the tragedies in which they have been involved.

Who says that a J.L.O. is untrained? Is Mr. Kilroy-Silk trained to make such judgments? If policemen are not to deal with "children in trouble," particularly for stealing, who will?

Presumably Mr. Kilroy-Silk will also be extremely disturbed at the recent case where a 15-year-old girl in council care and therefore under the supervision of "social workers" who were "trained" was allowed to continue in prostitution allegedly earning at least £100 a week.

Mind you, knowing that a "controversial" film was being made, it was a pity Lancashire Police had to go out of their way to fuel the fires of the be-kind-to-little-villains brigade.

## Compulsory belt up

AMID all the verbiage which has floated up for and against the compulsory wearing of motor car seat belts, much of it, probably quite deliberately, has missed the point.

Since there cannot possibly be any real statistics the long-suffering populace is treated to endless emotional splash about what might have happened, or might not have happened, to various dangerous drivers if they had been wearing seat belts at the time.

The point surely is whether the wearing of a seat belt will make drivers drive less dangerously. Arguments about whether or not a driver is entitled to crash himself up if he wishes without being compelled to safeguard himself are irrelevant, as are questions of individual liberty, as far as they relate to this particular issue. The real question is how safe are other people from seat-belted clunk-clicked drivers.

The most telling figures were produced in the parliamentary debate by no less a figure than Enoch Powell who likened belts to crash hats, noting that in the year before crash hats became compulsory 505 motor cyclists were killed whereas in the year afterwards the toll was 506 and this at a time when the riding of motor cycles was becoming less popular. Of course the compulsory lobby dismiss this as irrelevant.

It is human nature to be more careful when doing something dangerous, and conversely to be less and less cautious as the apparent danger recedes. So accident prone motorists feeling less vulnerable once belted are likely to drive with less caution, or more abandon than before. The very act of forcing them to safeguard themselves from their own folly will inevitably, therefore, make them more dangerous to other people because they will be able to drive with more flair, build up their ego and behave more like the get-away-people featured in the advertisements.

And what will the compulsionists force pedestrians to wear to keep them safe from the belted earls of the highway? What statistics have been produced to show the numbers of pedestrians mown down by drivers variously wearing or without seat belts? Of course what is a dead child cyclist compared with a disfigured beltless motorist to the compulsory clunk-click brigade?

Oh dear, now we have joined the emotion lobby but let us quickly add that we are resigned to one more piece of muddled traffic law before the end of the year.

The legislation when it comes, almost inevitably will be muddled with plenty of loopholes and difficult for the police to enforce.

We are inclined to think there is too much law already without this. We shall just have to qualify as one of the exceptions. Despite the recent sex-equality legislation we do not expect to be pregnant but should have developed some of the nastier symptoms of claustrophobia by the autumn when the new law is to come in.

## Conversion kits

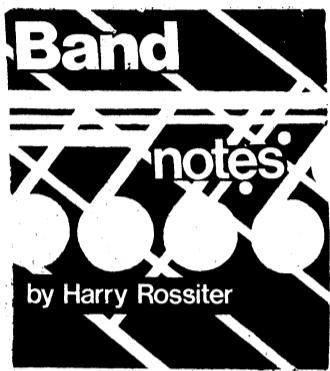
WE have been reading about the American car conversion kits by which a mere Chevrolet can be made up to look like a Rolls Royce. Quite clearly these Americans have no sense of national pride or they would be importing Rolls Royces and disguising them as American vehicles. This way they would have all advantages of owning a Rolls and still appear to have supported home-town industry.

But what if this sort of thing caught on in the Force? We could start with conversion kits to disguise foreign motor bikes as home grown pedal cycles. This would not only keep left wing politicians quiet about imports but surprise the villians as well — and a probationer or two who might not be in on the secret.

And soon the stores would have a "Konversion Kits Kounter" where they would dispense items under the same new arrangements as uniforms — immediately upon demand. Then all our Pandas would be Jaguars, all our typists Miss Welch, the canteen lady Mrs. Beeton, the station handiman Mr. Universe, and this journal would closely resemble The Times.

Our next engagement after that is the Annual Muster of the 'Specials' at Headquarters on Sunday afternoon 9th May. Then in the following weeks we visit Bramston School, Witham, the Annual Trueloves Fete at Ingateshore and a centenary fair at Terling. In all we have a busy summer ahead with a mixture of ceremonial parades and charity concerts and public relations engagements although all our efforts are related to that end.

Now what of future engagements? Our next is at Christchurch United Reform Church, London Road, Chelmsford on Wednesday 21st April, when we will be giving a concert in aid of the Wingfield Music Club for Physically Handicapped children. We were visited by two of these children during a Wednesday evening rehearsal and were uplifted by their very cheerful dispositions in spite of severe physical disabilities.



IN THIS YEAR of grace 1976, the United States of America celebrates its bi-centenary of Independence, Stars and Stripes for ever and all that.

However there is another anniversary that may have gone unnoticed. And that is the Essex Police Band has been in existence just ten years this month. It was a Wednesday evening in April of 1966 when some of us sat down in the Old Gymnasium (now the teleprinter school at Headquarters, opposite the Marine Section) to commence a practice with a full set of brass instruments given to us on 'extended loan' from the Witham branch of the British Legion. On that historic occasion we were conducted by Bill Hymers of Chelmsford Silver Band who gave us a good start.

Talking of starting things off there is in being a copy of an unnumbered memorandum dated 16th May 1966 and originated by the then Assistant Chief Constable Mr. K. F. Alston which stated that the Chief Constable had approved the formation of a brass band in the Force and proclaiming inter alia that practice and discussion was held each Wednesday evening in the HQ Assembly Hall, this being the first mention of the Force Band in public.

The band were certainly grateful to the Witham British Legion for their generous gesture which enabled us to get off to a good start.

So there it is, ten years of Essex Police brass banding and most of the 'few' originals are still playing.

Now what have we been up to since the column last appeared? The band have performed at the Archer Hall, Billericay, on Wednesday 4th February, at a concert organised by the Rotary of Billericay, aided and abetted by Chief Insp. Manning and his many willing assistants. The audience received us with undiminished enthusiasm on this our third annual concert to be held there.

The hall was filled and Geoff Broome of the Irish Guards delighted them with his cornet solo as only he can. Also we had the assistance of members of the Chelmsford Opera Group who with their fine singing provided a colourful contrast.

I also saw some of my old colleagues including ex-sergeant Vic Toombs looking fit, I am happy to report.

At Braintree Institute on the evening of Sunday 21st March, at a concert organised by the Marching and Concert Band of Braintree, we provided an hour and a half stint of our music. This time we were treated to some fine trombone playing by Keith Duxberry of the Scots Guards, our own Wilf Kennedy and Harold Hull also playing with their usual polish on solos on euphonium and tenor horn. This was another successful evening of music obviously enjoyed by the customers as well as by us playing, and our worthy chairman

## Then there were three



OFF WENT Brian Denton and then there were three. Yes, Brian Denton has now retired and joined that happy band of civvies, leaving only three ex Colchester Borough men serving in the Essex Police.

Brian, who joined the Borough on 17th May, 1946, saw service for eleven years within the Colchester area, was then posted to Braintree exactly 11 years after joining the job, and took up work as a Road Safety Officer. He was promoted to Sergeant in June, 1957 and came to Headquarters in July 1963, where he has served ever since.

From his colleagues at Headquarters, to mark his retirement, he was presented with a set of Edinburgh cut glass whiskey glasses, a crib board from his immediate colleagues and a framed cartoon drawn and presented by Sergeant John Cackett of Southend Road Safety Department.

Although he has left the Service Brian will still be in touch for his new job, Eastern Regional Development Officer for the Step Management Services Ltd., will necessitate him liaising with many police forces on the subject of Road Safety for this firm are developing a "Two Wheel Rider/Machine Familiarisation Training Scheme" in conjunction with the motor cycle trade, its dealer network and Local Authority Road Safety Officers.

Supt. Bob Palmer, there as usual to add support and speak up for us, gave praise to the other half of the bill, the Marching and Concert Band of Braintree, made up of girls and boys certainly not lacking in enthusiasm.

On Wednesday 24th March another concert, this time in a distant neck of the woods, namely the Town Hall of Clacton, where we played to an audience of around 600. This concert was organised on behalf of the Clacton and District Spastics Society and was attended

by their own chairman, the Chairman of Clacton District Council; the Deputy Chief, Mr. Duke; Chief Supt. Ray Long and, of course, our chairman, Bob Palmer. The applause was truly spontaneous and enthusiastic, our guest artistes included Heather Walford, soprano, Geoff Broome and Keith Duxberry, all who made the concert the success that it was.

There was also a surprise appearance by that paragon of elegance and charm, the concert pianist, Penelope Pulthrough, who

delighted the audience with her fine style of pianoforte and then had them rolling in their seats (and I mean rolling) when 'she' sat down at the back of the band and played Charlie Woods 'B' flat bass during the next number.

We also featured a cornet trio called 'Bright Eyes' played by our own lead cornet, Brian Tyrell, Harry Rossiter and Pauline Nobes. Now you might wonder about this trio. Brian Tyrell you all know, and Harry Rossiter if you read this, but Pauline Nobes. Well she is the 14-

# Federation Notes



by Jim Rodgers

THE Force Open Meeting, held at the Assembly Hall, on Monday, March 29, was attended by some 260 members; guests invited from other Forces, and one or two Superintendents.

The Chairman of the Joint Branch Board — Inspector Ted Davidson — making his maiden speech in that role showed he has a flair for colourful phrases. He also showed he has an aptitude for delivering good deal of common sense in a way which was sincere without being pious.

Some of his comments might not have met with everyone's approval, but sincerely held principles are what the Federation is all about, and your Joint Branch Board defend his right to declare his sentiments even though they may not be the policy of the Board as a whole.

In last months column I declared that I realised that this was a serious job — little realising that I was to finish up as the Chairman's "straight man"! In his speech he illustrated a sense of humour to go with his sincerity. His delivery showed his flair for the theatrical, as evidenced by his nickname of "The Red Barrell. Along with some reasoned views on Militancy, the Sex Discrimination Act and Expenditure, he made humorous asides both to Les Male and Sir John, before handing over the stage to the latter.

## Chief

The Chief Constable, as ever, was in sparkling form and gave a very brisk address in which he more than matched the Chairman's wit. He thanked the Force for the way they had accepted the restrictions imposed on them by the need for financial economies. He also gave a brief resume of his hopes for the future but with a cautionary note relating to further cut backs in expenditure which appear to be inevitable.

Having concluded his address, Sir John then engaged in a spot of mock harassment with the Chairman of the Joint Central Committee, Les Male, as he in turn, prepared to address the meeting.

## Marginal notes

This relaxed atmosphere was maintained, and Les gave his whole address from scribbled marks in the margin of his original notes. And although he admitted to talking "off the top of his head", he gave a relaxed and informative talk on current aspects of Federation negotiations. He covered the Anti Violence campaign; briefly touched on the follow up in relation to the Children and Young Persons Act 1969, then summed up fresh results in relation to allowances.

The main point of his address covered the review of pay due in September 1976. It appears that the Official side viewpoint is that the current £6 limit of the Pay Policy was included in the settlement which was implemented in September 1975.

## Pay review

The Federation counter arguments appear to follow facts more closely. The settlement implemented in September 1975 was in fact the result of the 1974 biennial review of pay to which we are entitled. You will recall that the climate of 1974 on the economic front, had given rise to the hope that a complete review of Police Pay could be made. A working party was set up which put in a considerable amount of work, and finally published its findings in



A HANDSHAKE from Les Male, JCC Chairman, as he presents Stan Smith, former JBB Secretary with retirement mementoes.

## Chairman thanks contributors

Dear Sir,

MAY I through your columns please thank all those who contributed to the Force collection in order that a farewell gift would be given to our recently retired Joint Branch Board Secretary — ex-Sergeant Stan Smith.

In all, the 36 collection boxes realised £119.94½ and those who were present at the Force Open Meeting on March 29, will have seen the beautiful chiming period style clock that Stan and his wife chose.

TED DAVIDSON

Chairman, Joint Branch Board

a booklet. The findings gave rise to a formula, and, using this formula the Working Party published a set of pay scales, which they thought would set to rights the deficiencies which have crept into our pay in recent years.

In the event the formula, the projected pay scales, the hard work and the dreams of the Working Party were shelved, when the government indicated that restrictions would be brought into being. A Hobson's choice agreement was forced upon the Staff Side, which fell far short of the findings of the Working Party.

It was a case of this or nothing. The Staff Side accepted in June 1975.

Part of the agreement was that it would not be implemented until September 1975. Try as they might, the Staff Side could not improve on this situation. The Pay Policy came into being at the end of July 1975, introducing "the £6 Limit". If the Official side say this was included in the agreement made in June, they must have had a pretty powerful crystal ball.

## Comfort

Les Male did add some comfort to the situation, by assuring the meeting that the Staff Side would strenuously oppose the Official Side's arguments.

Les wound up his speech by commenting on two motions for Annual Conference which are sponsored by his committee. These both deal with voluntary funds — that is to say your subscriptions. One motion asks for contributions to be increased from 15 pence to 18 pence for officers, and from seven pence to nine pence for cadets. The other asks that the National Fund be allowed a larger share of the money than they enjoy at the moment. At present your Branch Board retains half of your contributions and send half to the National Fund. They seek to receive three-fifths and leave two-fifths with the local Branch Board Fund.

## Background

For those who want a little background I will explain. Until Conference last year the

# Kelsey get your gun



No, things are not happening down in the Southend Divisions, although prisoners of Det. Cons. Ron Kelsey, would have reason to think so if he dressed as shown in our picture (by courtesy of John Alexander Studio). For Ron and Peter Coombes of Canvey Island both appeared in the Leigh Operatic and Dramatic Society's performance of 'Annie Get Your Gun', at the Palace Theatre, Westcliff recently. Peter played the part of Col. William Cody alias Buffalo Bill whilst Ron, playing the part of Frank Butler, was described, by one critic as 'the only male in the Leigh Operatic and Dramatic Society production with a beautiful voice'!

Ron has asked The Law to say that should any organisation require a singer for any function, he would be only too pleased to help out, provided there are the usual facilities of amplification and microphones. He can be contacted at Leigh C.I.D. Office.



## Oh dear what can the matter be? But it's happened before

INFORMATION Room report a "phunny phone call" received by way of a 999 call recently. "I have just woken up to find myself locked in the toilets of the — Public House. I can't find my way out. Can you help?"

Readers who wonder

where this pub is which has one of their members. Some time after docking telephones in the loo should contact Information Room at Dieppe he was unearthed by the crew asleep in the

Indeed such things are no heads, as seafaring people joke — sorry, not phunny. call them, or the bogs on dry One recalls an incident on land. He is stationed not a board ship when the walking million miles from the team, on one of their Thames but we wouldn't overseas expeditions, lost reveal his name.

# March was the ladies' month



THAT ONE-LEGGED trouser person who writes to the Police Review has been writing again. This time in the Police Gold Medal Essay Competition, and those of us who read Force Orders will have noticed that she took third place.

Maureen Scollan, Police Constable of Chelmsford, well known Women's Libber and historian told The Law: "I wrote the essay a year ago and we have now been overtaken by the events of December 29th."

"The essay subject was The Role of Women in the Police Service and, since the publication of the results I have received almost continual comment about discrimination by virtue of the fact that the first three were women."

"Part of the prize I won was a beautiful illustrated certificate which I have had framed. The Certificate, which was signed by the Home Secretary, was only spoilt by him signing it in tatty biro."

Maureen, on leaving school, was torn between a career in the Police Service and continuing studying the love of her life — history. Eventually history won and she took up a position in the Essex County Archives. However, her liking for the Police Force did not diminish and she joined the Special Constabulary.

She obtained a diploma from the University of London External Studies Department when she wrote a thesis on the history of Policing in Essex.

She has, since joining the Force, served at Basildon, Braintree, Headquarters and Chelmsford. She has attended the Detectives' Training Course at Preston and yet still finds time to carry on her studies into matters historical and other things.



WINNERS of the South East Region women's cross-country championship at Ampthill last month looking pleased with themselves. From the left Siobhan McAuley 5th, Alison Marshall 3rd, and Amanda Prouse 4th. Report on Page 6.

LAST year's Police Gold Medal essay competition had as its subject, "Women in the Police Service".

Predictably therefore our own Constable Maureen Scollan set pen to paper to contest the event. In placing third Maureen was the first Essex officer to gain a place for many years.

As one would expect from an historian, much of Miss Scollan's text relates to the development of the women police department. She argues for integration of policewomen into full police duty and asks readers to "remember that I wrote it a year ago, before the events of December 29."

Indeed The Law has paraphrased those parts of Maureen Scollan's essay which are clearly out of date but the rest makes interesting reading with some pointed comments towards the end.

## Women in the police service

"MISUNDERSTANDING of the present is the inevitable consequence of ignorance of the past", so before considering the role of women in the police today it is necessary to put the creation and development of the service into historical perspective.

The women police service came into being during the early years of this century. Their principal duties were to chaperone females who offended against the law. This had previously been performed by policemen's wives, or female matrons who were attached to police courts in large towns.

The First World War represented a turning point in the life of the nation in general and the employment of women in particular. It also provided the impetus for the first organised attempts to introduce women into police work. The exodus of men to the armed services made a radical alteration to the structure of society. Female employment meant a measure of independence; and jobs hitherto considered unsuitable for women were taken up with alacrity by all classes as a means of helping the war effort and, at the same time, of relieving the frustration caused by a ceaseless round of visits or domestic work. The accepted role of women changed virtually overnight. Factories and shops, public transport and the land, all needed their assistance to keep the economy functioning while so many men were at war.

### Complicated

Promiscuity was certainly not unknown before the First World War, but it was increased by the changes developing in the social climate. Many young girls were captivated by the sight of uniformed men, and flocked in droves to garrison towns, ports and rail termini. With the impetuosity of youth many girls became attracted to the wearers of khaki or blue; exposing themselves to moral and physical dangers of a type not formerly mentioned in polite society. The need to protect such girls led to the introduction of more women into the service, and many became the useful though unofficial colleagues of the regular police. The position in London was complicated by the creation of two separate bodies of women social workers. In the latter months of 1914 the Women's Police Volunteers were founded by two ex-suffragettes, but the volunteers were not attached to the Metropolitan Police and had no official status; their duties were limited to patrolling the streets and parks of London; speaking words of guidance to any girl considered in need. In the same year Voluntary Women Patrols were organised by the National Council of Women Workers, and these ladies also patrolled near army barracks and munitions factories, warning youthful camp followers about the dangers of their actions.

In many cases the patrols were inspired by the very best motives, but they were amateurs and not officially part of the police service; the impetus for their creation came from outside. The fact that many of the women patrols had been militant suffragettes was viewed with disfavour in some quarters, and undoubtedly contributed to the reputation of policewomen as eccentric feminists.

### Home Office Grant

In 1916 the Voluntary Women Patrols earned the support of the Metropolitan Commissioner, Sir Nevil Macready, and they were allocated a Home Office grant to pay for suitable training. In the

same year it was recommended that "properly qualified women should be included in the police force with full recognition and status." Several borough forces, for example Cambridge and Colchester, accepted the recommendation and appointed one or two policewomen, but county forces as a rule were not enthusiastic. Some made no secret of the fact that even the volunteers were tolerated rather than welcomed.

The Metropolitan Police in 1918 took an unprecedented step by appointing one hundred women to work as full members of the force although "the occasion would rarely if ever arise for the exercise by the women of the special power of arrest vested in police constables," stated the Metropolitan Commissioner in evidence to the Bridgeman Committee in 1924. On the Commissioner's instructions the initial twenty five came from all classes of society: "My idea was to recruit a proportion of all grades from the educated women, who if required, could pass as society women in evening dress, down to the ordinary working class. The main point was to eliminate any woman of extreme views — the vinegar spinster or the blighted middle aged fanatic — and to get broad-minded, kindly, sensible women . . ."

### Uniform committee

They appeared on the streets of London in a uniform which did its best to disguise any semblance of femininity. The design was the combined creating of a committee comprising the Metropolitan Commissioner, Home Secretary and Woman Patrol Superintendent. In retrospect it might be said that the male influence on the committee disapproved of the whole idea of women police, and determined to show it by the uniform that was produced. The wearers were cautioned against using lipstick, and were threatened with great disapproval, if they allowed curls to peep from beneath their helmets. In short, it was a uniform which inspired neither comfort nor confidence.

Women police were not as a rule considered suitable for duties requiring the exercise of physical force. In some quarters it was felt that the work they did was extra to police duty proper, and could be better carried out by philanthropic ladies not dressed in police uniform. The first duty of a constable as formulated by Rowan and Mayne was apparently not considered relevant to their preventative work in sexual matters: "It should be understood at the outset, that the principal object to be attained is the prevention of crime. To this end every effort of the police is to be directed."

The 1920's and 1930's witnessed a campaign by women's organisations to persuade every force to emulate the Metropolitan Police by appointing women officers. As the virtual autonomy of individual chief constables was respected, the government only advised such appointments, and any progress depended upon the co-operation of the chief officer concerned. Progress was slow.

### Deputation

An influential deputation from the National Council of Women of Britain visited the Home Office in July 1934. It presented a petition urging the compulsory appointment of women constables in county forces, and of a woman inspector of constabulary at the

Home Office. Lady Astor championed the cause in Parliament while male opposition denounced the idea of "these new and dainty luxuries."

One of the many arguments presented against the appointment of women police was that of their expense — a view still sometimes voiced today. They were supernumerary to establishment, and as such were not considered to justify the additional costs of employment. Between the wars pressure tactics to appoint women police did not always achieve satisfactory results. The Chief Constable of Cardiff considered his experiment in that field a complete failure, and was supported by contemporary comment from a writer in the Police Review. "There is ample testimony . . . to the valuable services rendered by women police as welfare workers . . . but police duty proper in the full meaning of the term is essentially a man's job and . . . must remain so."

### Military demands

Once again it needed a war before the potential uses of women recruits were realised. The military demands of the Second World War made it necessary to release policemen for transfer to the fighting services. The Home Office encouraged the appointment of women to replace them, particularly in areas where there were large military establishments or munitions factories. Chief constables were urged to reconsider the whole matter afresh in the light of wartime conditions. It was pointed out that women could be employed as permanent constables, or as temporary members of either a first police service reserve or Women's Auxiliary Police Corps. The Home Office also advised against limiting women so employed to the traditional role, and specifically suggested that they be used to replace male constables in non-police duties, particularly as clerks, telephonists and drivers.

Official pressure was exerted on chief officers unwilling to comply with the Home Office recommendations. The reaction of one of them is aptly summarised in the postscript of a hitherto unpublished letter from the Chief Constable of Hampshire to Capt. Peel, Chief Constable of Essex. "We all have quite enough on hand dealing with the Huns without being pestered by females."

### Post-war

By the end of the war many members of the Women's Auxiliary Police Corps had received a certain amount of formal training, and some had become firmly committed to police work as a career. When the war ended, those who were interested were given the opportunity of being attested and forming a corps of regular policewomen. The response was hardly overwhelming, and in 1945 there were only 418 regular policewomen serving in the whole of England, 324 attested auxiliaries and 46,623 regular policemen.

With the return of peace it was quiet apparent to all ranks that the vast changes in society would be reflected in the police service. As usual, the position of the service could be read as a social barometer. During the war the high public regard for the police officer had perhaps mirrored a subconscious feeling that he or she represented one aspect of what was being defended. The psychological after-affects of war, however, inevitably reduced that public esteem. The demobilisation of the country's armed services returned home the many thousands of citizen soldiers who had had quite

# Maureen Scollan's police essay prize

## Marshall-McAuley-Prouse, team run winners

## Mo Chaplin's table tennis leaves 'em smashed



**NOT ONLY** the runner up in the ladies singles Table Tennis championships at the recent second leg of the No. 5 South Eastern Region Indoor Games Championships, but Maureen Chaplin, partnered by Lesley Robinson, took the runner up position in the ladies doubles and crowned this, partnered this time by Peter Rouse, by taking the mixed doubles championship. Maureen will now represent the Force, with Peter, in the P.A.A. National Championships at Ayr later this year. (See page 6 for full report).

enough of both authority and uniform.

For professional killers of men to be publicly rebuked for some petty infringement of the law must have often produced strained situations. One positive point emerged however. Female colleagues had been accepted in the armed services and this factor reduced some of the antagonism against uniformed women police.

Peaceful civilian existence is a habit which can be broken, and all major wars lead to a loosening of the moral restraints on which social harmony is based. The police — society's tangible expression of the need to enforce those restraints — must always bear the brunt of the public reaction during periods of turmoil.

The men and women of the police service who had to face this new world had suffered a decline in morale from the peak of the war years. The day-to-day crimes of 1939 had given way to active war duties, ranging from air raid control to catching enemy spies, and their high morale reflected the satisfaction of successfully fulfilling the difficult and dangerous extra tasks that constituted their part of the war. The peace returned them to their normal range of work but left them to face a crime wave of unprecedented magnitude.

The postwar situation required a full consideration of the problems facing the police service. A Home Office committee was convened to consider many topics, from police buildings to the employment of policewomen. One of the committees was chaired by Lord Oaksey. On the subject of policewomen he made a number of far-sighted recommendations: "Policewomen should in the main undertake police duties proper, and a policewoman who initiates a case should be entrusted with the same duties as a male officer in completing the investigation and carrying the case through to the court stage. In short, policewomen should be made to feel they are an integral part of the police service

as the chief cause of the resignation of policewomen, but considered that the training, pay, conditions of service and duties, offered to women of character and fitness a worthwhile career and a vocation.

In 1960 the Metropolitan Police staged a campaign to recruit more women. A woman Inspector was assigned the task of travelling round Britain to publicise her work by giving talks to schools and adult organisations. She would doubtless have mentioned that women police were then being given a greater variety of duties; they were often to be seen on jobs such as traffic control — formerly considered, like police work itself, a strictly masculine preserve.

### Marriage

"Let policewomen Be More Feminine And You'll Get More Recruits" suggested the headlines of an article in the Daily Telegraph shortly after the campaign began. The writer, who perhaps characterised a major section of public opinion, took the view that women were in police forces because they were women. She considered it absurd to make them walk a beat at all hours and perform traffic duty — both being duties in which men commanded more respect.

The fact that police work was not considered a profession for women like nursing or teaching can be partly attributed to the influence of its history; old attitudes die hard. It was for long a commonly held view that women whose duties brought them into contact with social and moral evils — especially in police work — would be bound to lose their essential feminine character. It seems to have escaped such critics that the sure way to protect policewomen from those dangers was to ensure that they participated in the full range of police duties, and thus retained their balanced view of life.

The role of women in the police service cannot be considered in isolation from that of women in the community in general. The last decade has witnessed a reappraisal of their role in society. The desire to reduce the differentials between men and women has led to some government action, and this perhaps unconsciously acknowledges the fact that working women play a vital part in the life of the country.

### Equal pay

The controversial question of equal pay and status for policewomen was first raised officially in evidence considered by the Baird Committee in 1920. The exponents of equal pay put the view that if it was not introduced then suitable women would be deterred from joining. They argued that although the work of policewomen was different in character, requiring the exercise of moral rather than physical force, it was equal in value to the community. The opponents based their entire case on the lesser physical powers of policewomen, concluding that this permanently limited their range of duties. It took more than half a century before this opposition was finally overcome.

"Integration" as applied to women, has been an important word in police circles from about 1970. The first tentative moves were made in some forces during the 1960's when policewomen were given more general opportunities to take C.I.D. and driving courses. With these newly acquired skills they sometimes astounded the public by dealing with a burglary, or examining a vehicle with as much expertise as a man. The process was gradual: the principal obstacle being the proportionately low numbers of women police, and the knowledge that the "traditional" role must take precedence.

With the appointment of a new Commissioner in April 1972



CADET TARYNA HUMM of Tiptree was recently the recipient of the Charles Nicholls Memorial Trophy at her old school, Tiptree Thurstable Secondary School. The award is given for outstanding work and service to the school for the year.

During her last year at school Taryna was the Chief Librarian, Chief Cashier of the School bank, a senior prefect, house captain and gave valuable service to "Meals on Wheels" service during her spare time.



PICTURED SUNNING themselves between lectures are the four newest female constables to join the job. They are, from left to right: Moira Hewitt (Grays); Denise Carolan (Southend Eastern); Heather Wemborne (Grays); and, Cherie Damsell (Basildon). Having graced various training centres with their female presence they are now out in the cold reality of life and may be trying to charm their male counterparts.

# Lottery. If you have yet to apply you may miss first draw

PRIDE of place in this report must go to Essex efforts in the PAA 10 miles at Keele Staffs last week. The result was the squad's best ever, 5 men in the first 17 home and all in really ripping times.

Adding to his track PAA awards, Denis Sheppard captured third place, Essex's first sally into the first three of this event. And this time was a force record 75m. 55s.

He thus gains his PAA colours once more in 1976 but a delighted John Hedgeman regains his, getting into the top 10 for the first time for several years. Not only this but Alan King, 13th, was named as reserve, the first time the PAA Squad has included three Essex men.

Denis' success is founded on hard work. During the previous weekend he raced at Rotterdam and put up a personal best time for 3000 mts, fractionally under 13½ mins, and on Sunday took on an international field in Luxembourg over 15 kms and finished 14th in a force record time.

These successes, coupled with Mike Dunion's win at West London Stadium over 5,000 mts in 22m 19s, during the same weekend mean that Essex Police are now one of the best up-and-coming outfits in the country. Dunion also had a selection for Southern Counties senior team on an indoor 3,000 mts walk at Cosford and in these unusual surroundings was timed at 13m 9.4s, in 2nd place.

## Veterans

Not only the young men of the team have gone well. Barry Daymond is going as well as ever and John Hedgeman, as well as maintaining form on the road, was elected team manager to the British 100 Kms walking team, competing in Paris last month.

Neither should anyone believe that the women do not get a look-in. On 14th March at Newham, Siobhan McAuley knocked the bottom out of the Force women's 3,000m record, taking a minute off the previous time. She was well supported by Caroline Poole who clocked a personal best.

## Results

**Southern Counties 10 miles:** 6.3.76. 1st D. Sheppard 77.31 (Force Rec); 46th J. Hedgeman 85.53; 55th M. Spellman 88.21; 83 finished.

**Junior 10,000 mts:** 6.3.76. 11th A. Hindes 57.04; 12th P. Rice 57.30.

**Cosford Indoor 3000 mts:** 7.3.76. 2nd M. Dunion 13m 9.4s.

**Blackheath 9000 mts yacht h'cap:** 10.3.76. 10th M. Spellman 46.24; 11th A. Hindes 50.49; 17th P. Rice 51.46; 20th J. Hedgeman 48.10; 21st A. Pierce 53.33; 22nd M. Dunion 43.16; 27th M. Chapple 55.05; 28th D. Furley 55.22.

**Women's 5000 mts:** 10.3.76. 1st S. McAuley 30.07; 2nd J. Aldous 32.55; 3rd C. Poole 33.58; 4th A. Rouse, J. Smith and A. Marshall 35.59.

**Bournemouth 6 miles:** 13.3.76. 5th D. Sheppard 45.40.

**Newham 5000 mts:** 14.3.76. 1st M. Dunion 22.58; 2nd D. Sheppard 23.36; 15th J. Hedgeman 26.25; 17th L. Berry 26.49; 19th M. Spellman 27.22; 20th A. Hindes 28.04; 23rd P. Rice 28.49; 24th A. Pierce 30.02; 25th D. Furley 31.15.

**Women's 3000 mts:** 14.3.76. 2nd S. McAuley 17.05 (Force Rec); 5th C. Poole 19.05.

**R.W.A. 10 miles:** York: 20.3.76. 38th D. Sheppard 78.21; 114th J. Hedgeman 86.42; 126th M. Spellman 87.55; 149th L. Berry 90.54; 157th A. Hindes 93.24; 184. finished; team placed 14th.

**Woodford 3000 mts:** 24.3.76. 1st M. Dunion 13.16.8; 3rd D. Sheppard 13.45.2; 6th M. Spellman 14.29.2; 10th J. Hedgeman 15.21.4; 11th B. Schulz 15.31.8; 12th L. Berry 15.34.2; 14th P. Rice 15.46; 16th A. Hindes 16.24; 17th A. Pierce 16.39.

**Rotterdam 3000 mts:** 26.3.76. 1st D. Sheppard 13.29.9.

**A.A.A. 5000 mts:** West London: 27.3.76. 1st M. Dunion 22.19 (Force Rec).

**Luxembourg 15Kms:** 28.3.76. 4th D. Sheppard 72. (Force Rec).

**P.A.A. 10 miles:** Keele: 30.3.76. 3rd D. Sheppard 76.55 (Force Rec); 9th J. Hedgeman 85.51; 13th A. King 87.52; 14th B. Daymond 88.00; 17th L. Berry 91.02 (1 minute added for short distance, 100 yds.).

**Blackheath 9000 mts (yacht):** 31.3.76. 8th A. Pierce 52.17; 16th P. Rice 51.45; 17th M. Dunion 42.50; 22nd M. Spellman 47.39; 23rd D. Sheppard 45.05; 27th J. Hedgeman 49.45; 28th D. King 51.24; 30th A. Hindes 53.15; 32nd L. Berry 51.49; 33rd D. Furley 55.42.

**Women's 5000 mts:** 31.3.76. 2nd S. McAuley 29.46; 5th A. Rouse 33.55; 6th A. Taylor 34.06; 8th A. Marshall and J. Smith 35.02; 10th L. Brewster 35.15.

AS forecast in The Law last month the Committee of the Force Sports Association recently gave the go-ahead for the Force Lottery.

The first draw will be made in July and for this purpose deductions from pay have to be made in May so that the cash can be paid by the County Treasurer to the Force Sports Treasurer in June. The cost of a chance, no-one may have more than 4 chances, will be 25p and this will be deducted "at source" by the Pay Office.

Copies of the rules of this lottery have been circulated but to make sure everyone knows them The Law includes extracts.

Unless you have already sent in your reply slip — obtainable from Divisional Sports Secretaries — you could miss the July draw. Advice of Promoter, Chief Insp. Arthur Negus of Basildon, is: "Do it now, you

might just be in time."

Already many members are filling in applications to take part, "and going for the full quid's worth each month," says Force Sports Secretary, Ed Easlea.

"What is more important," he adds, "is that non-members are applying to join the Sports Club so that they can take part."

It seems, therefore, that the lottery is going to be a big money raiser for the Force Sports Association which is just as well because Essex teams having won the Regional table tennis competitions now qualify to go to the PAA finals in Ayr. And this cannot be cheap. (See report this page).

## Extracts from rules

The lottery shall be known as the Essex Police Sports Association Club Lottery.

The lottery shall be managed as a section of the Essex Police Sports Association constituted in accordance with the rules of the Club for the time being in force, and the Section shall be known as the Lottery Section.

The Lottery Section shall have a Chairman, Secretary and Treasurer, and a Committee of at least four other members nominated by the Management Committee of the Essex Police Sports Association.

The lottery shall be a private lottery within the terms of Section 44 of the Betting, Gaming and Lotteries Act 1963, or as subsequently amended.

The Secretary of the Lottery Section shall be the promoter of the lottery and shall be so authorised in writing by the Management Committee of the Essex Police Sports Association.

Participation in the lottery shall be restricted to members of the Essex Police Sports Association as defined by its rules for the time being in force and who are monthly paid servants of the Essex Police Authority, or as otherwise determined by the Committee.

A participant may withdraw from the lottery, or vary the number of chances held subject to the prescribed maximum, by giving one month's notice to the Hon Secretary of the Lottery Section.

The total monthly income from chances in the lottery shall, subject to amendment by the Committee, be distributed as follows:

(i) 80% to payments in prizes to winners;

(ii) 20% to the credit of the Essex Police Sports Association.

Prizes to winners each month shall be paid according to the following scale related to the total income from payments for chances in that month, and this scale may be amended by the Committee as and when they carry out a review:

First prize — 40%.

Second Prize — 20%.

Third prize — 10%.

Fourth prize — 5%.

Five consolation prizes — 1%.

Not more than one prize shall be awarded in respect of any one chance at any one determination of winners.

Every participant shall be allocated by the Lottery Section Committee a lottery number, consisting of five digits, in respect of every chance held. A card specifying his/her lottery number(s) and the month of the first determination of winners in which those numbers are included shall be issued to each participant.

Lottery numbers will not be transferable, but may be reallocated at the discretion of the Lottery Section Committee following the withdrawal of a participant.

The Secretary of the Lottery Section shall maintain a register of the lottery numbers allocated to each participant. The register may

be inspected by any participant, or by any member of the Management or Executive Committee of the Essex Police Sports Association, at any reasonable time on application to the Section Secretary.

A draw to determine winners of prizes shall be held once during each calendar month at either Force Headquarters or at a Divisional Sports and Social Club at the discretion of the Lottery Section Committee. The Secretary of the Lottery Section shall cause the time, date and place of each draw to be published in advance in Force Sports Circulars.

The draw shall be conducted openly under the supervision of at least one member of the Lottery Section Committee, and in the presence of at least six other members of the Essex Police Sports Association, by drawing balls, each bearing a single number, from a bag so that the digits on the first five balls drawn constitute, in that order, the lottery number qualifying for the first prize. If that number has not been allocated to a member, a further five balls shall be drawn to determine the number qualifying for that prize. Thereafter this procedure shall be repeated until all the prizes are determined.

A list of the winning lottery numbers shall be compiled at the draw and signed by a member of the Lottery Section Committee and two other persons present.

Payment to winners shall be by cheque drawn on the Essex Police Sports Association, subject to scrutiny to ensure that:

(i) no such payment shall be made except to the person registered as the participant to whom the lottery number qualifying for the prize was allocated at the time the draw was made;

(ii) no such payment shall be made unless the person to whom the lottery number qualifying for the prize was allocated was a member of the Essex Police Sports Association at the time the draw was made.

The Secretary of the Lottery Section shall arrange for the name, division, lottery number of the winner and the amount of each prize drawn, together with the amounts accruing to the Essex Police Sports Association and the total monthly income in payment for chances, to be published in the Force Sports Bulletin as soon as practicable after the monthly draw has been conducted.

All questions or disputes arising in connection with the lottery shall be referred to the Executive Committee of the Essex Police Sports Association whose decision shall be final.

In the event of matters arising not provided for in these rules, reference shall be made to the Executive Committee of the Essex Police Sports Association which shall have power to decide thereon, pending the decision of the next meeting of the Management Committee of the Essex Police Sports Association.

Participation in the lottery shall



## LIONEL REGAINS A CROWN

AFTER two barren years Lionel Thomas has made good again. In 1974 Lionel had weight problems when competing in the P.A.A. National Weightlifting Championships and was put into a heavier weight group.

In 1975 he 'muffed' three of his lifts and did not qualify.

However, this year, on

20th March to be exact, Lionel, competing at Tolliallan Castle, Kincardine, Scotland, upset the Met. attempt at a clean sweep of the medals by taking first place in the Mid-Heavyweight class. His total of 198 kgs. was well in advance of any other competitor in his class and he only attempted two of his

allotted three lifts in the clean and jerk where he lifted 110 kgs. and one of the three snatches where he made up his winning total.

Lionel, now aged 32 years, has, as a result of his victory, been selected to represent the British Police in a match against the British Universities later this year and is hoping to represent the British Police in the European Police Games in Helsinki in September.

For the last seventeen years Lionel has been heaving weights about and he says that for the last six weeks prior to the Championships he was training for four hours a day, six days a week, all in his own time.

He even took annual leave to compete in the Championships and carry the name of Essex Police to the top of his minority sport, the only assistance being given to him being the travelling expenses to Scotland.

## ESSEX POLICE ATHLETICS CHAMPIONSHIPS

### Individual Championships and Team Competition

MELBOURNE STADIUM, CHELMSFORD

Thursday 3rd June, 1976  
First event at 1.45 pm

#### MEN

100m  
200m  
800m  
3000m steeplechase  
3000m walk

1600m relay  
High jump  
Shot  
Javelin  
Hammer

100m  
800m  
High jump  
4 x 100m relay  
Hammer

**Regional table tennis victory**

PING-PONG? Perhaps The Law is asking for trouble in using such an old world term on the sports page. Particularly so as the Essex players at the Regional table

tennis finals at Brighton last month, indulging in something nearer bam-zap, won a place in all five finals of the day and won two of them.

The all-Southend team must have felt at home beside the sea at Brighton as Mo Chaplin and Lesley Robinson won through to the ladies doubles final only to lose to the Thames Valley pair. Playing alone in the singles Mo suffered a similar fate.

But paired with Peter Rouse in the mixed doubles she won through two rounds and disposed of the Hampshire team easily in the final straight games.

Peter Rouse and Doug Anderson were slightly more hard-pressed in the men's doubles winning the first two games of five before Kent fought back to take the third.

But then the Essex pair pulled it all together again to win the next game, and the championship.

A good day was completed by Peter Rouse who lost to the veteran Batt-Rouldon of Sussex in the singles final. The winners will now play in the PAA finals in Ayr in mid-May.

Together with the points already scored at the first leg held at Southend and the points won at Sussex the small Essex team were able to tie with the home team, Sussex, and thus become joint holders of the Portsmouth Shield.

A little light relief at the end of the day's guelling competition came when Mr. Bob Beard, A.C.C. of Sussex presented the Shield to the team captains of Sussex and Essex, both of whom were bearded.

# League winners lose championships

FOUGHT between teams of four scorers, the Regional cross-country championship on March 3rd fell out very differently from the league where six in each team score. Essex strength lies in packing late scorers in close together and the necessity of competing with smaller numbers was bound to be unfavourable.

Neither did it help that several members of the team were a little below par and this just about dropped the team out of the first three. In fact at the usual 6 to score Essex would have been 2nd.

Neil Young, Hants, gradually forged ahead to win convincingly on the hilly course at Ampthill, Beds, but behind him there was a good deal of position changing before Graham Butler got in as the Essex No. 1 at 7th.

Unfortunately there was rather too long a gap behind him before Vaughan Mullender, on a broken toe, arrived in the 17th position, a brave run in the circumstances.

After this four more Essex

runners arrived all in a bunch: Alex Vowles, 21st, Andy Hayman, 23rd, Alan Watson, 24th, and Mike Dunion 27th. They were just too far back and 4th was the best Essex could manage.

## Late arrival

The women's team were, in some ways, hardly more fortunate. To be sure they won the team race easily but the 'B' team which would certainly have occupied 2nd place missed the start through traffic congestion.

It was left to the three 'A' team runners therefore to carry the flag and this they did effectively all getting away in the leading bunch right from the gun.

The return of Sue Robertson, Beds, from Police Training School complicated the issue as far as the Essex girls were concerned because she is a strong runner and was on home ground.

Siobhan McAuley tried to dictate terms at the start but on a long climb after about a half mile had to give way herself, leaving Mandy

Prouse to take on Miss Robertson and Louise Hyder, Kent.

The second steep climb was too much for Mandy but Essex still had Alison Marshall who attacked hard half a mile from home but to no avail. But Essex were 3rd, 4th and 5th and this was unbeatable.

## Next year

This effectively ends the cross country season though the national cadet championships are still to come in April.

Essex efforts to hold the police league next winter will depend on everyone being available as several other forces gathered strength tremendously towards the end of the season. Only Essex's good start carried them through.

As to the cadet championships Essex will certainly hope to make it 3 wins in a row in the girls race, an event they have never lost.

## Ampthill results:

**Women:** 3rd A. Marshall, 18.28; 4th A. Prouse; 5th S. McAuley, 19.28.

**Men:** 7th G. Butler, 28.24; 17th V. Mullender, 30.12; 21st A. Vowles, 30.32; 23rd A. Hayman, 30.40; 24th A. Watson, 30.45; 27th M. Dunion, 30.55; 42nd G. Barrett, 32.25; 45th K. Jacobs, 32.50; 46th K. Hickey, 32.54; 49th C. Odell, 33.34; 50th K. Skingley, 33.35.

## Rugby

A NEW FIXTURE was played against the South East Essex VI College on Wednesday, 3rd March, when, expecting a hard game against a younger and fitter side, the Force started very slowly. In comparison the opponents started with fire and vigour and by half-time the Force found themselves 22 points to nil down.

After a hard talk by Colin Edkins the Force retook the field for the second half with a will to play hard and fast. Within a few minutes they were camped in the opposition's 22, winning a lot of ball in the loose and the line outs.

It was from a line out that John Bowman took the ball and broke through the defence only to be held up just short of the line. Good follow up play however, enabled Alan Brown to pull the ball out and go over.

This was shortly followed by tries from Roger Corbett, John Wileman and Colin Edkins. However the place kicking was not up to standard and not one try was converted.

In the final stages of the game a mix up in defence allowed the opposition to score a single try. It was during this mix up that centre Gordon Nisbett broke his nose for the second time in five weeks. The final score was a 26-16 defeat.

The following Sunday the Force played Brentwood Teachers' Training College at home and, as usual, a good game it was. The Force managed to run in seven tries. The college replied with four, converting one of them.

Mention must be given to Essex Police answer to 'Kojak', namely Keith Brookes who scored his first ever try in the first half. Realising how easy it is to do he repeated the performance in the second half. Other scorers — Colin Edkins (2); Andy Odell; Mike Jackson and John Bowman. Again no conversions were made. Come back Ian. Final score 28-18.

On Wednesday, 17th March, a depleted Force/Cadet team went to Chatham, and, borrowing a couple of the opposition, a game was had against the Submarine Refit team. In a very hard but clean game one of the opposition scored for us, followed by a try and conversion from Andy Odell. The submariners replied in the same way and the game ended all square at 10-10.

Another Force/Cadet team plus a very good sport namely Ted Parker, who, it seems only plays against Navy teams, travelled to HMS Ganges on 24th March. With several new faces in the team it took time to settle down but at half-time the score was 18-15 down. However in the second half the navy lads went to town and we lost 45-15 — our heaviest defeat of the season. Scorers were John Wileman and Dave Clark with Roger Corbett getting both conversions and a penalty.

In the past few games the Force have found it hard to field a team of fifteen players from a pool of twenty five, worse still from a force of over 2,000. Somehow the enthusiasm there was at the start of the season has dwindled.

Record to date with one game remaining: Played 20, Won 8, Lost 10, Drawn 2, Points for 323, Points against 294.

## Shooting successes

ONCE AGAIN a report has come to the Law from the Pistol Shooting Section, which, rightly, gives the news of further successes to add to their glowing record.

In the Regional .22 Pistol Team Championships the Essex team obtained their best ever score and in fact had the fifth highest score in Britain, but because of the rule that only one team from each Region may go through to the final, the City of London team, who scored 548 and beat Essex by fourteen points will go through to represent the South East Region.

Better news in the .22 Individual Championships, for John Sutton, Phil Webb and Graham Harvey all shot well to qualify for the

## The Law Shop

**FOR SALE:** Carvel built, pine on oak, 25ft. 2-berth launch; galley, toilet, cockpit; dinghy with outboard motor; excellent condition; £1,850. P.S. Wicks, Chelmsford Town.

recruit's attitudes for the remainder of his service. It is here that the woman instructor needs to escape from lecturing in the "traditional" subjects — could male prejudice survive a woman demonstrating firearms?

The establishment for women in police forces has increased considerably in the last two years, but it is a common source of complaint that too many recruits of both sexes resign early in service. This may be attributed to many varied reasons, but in the case of women the cause is often marriage and the resultant responsibilities. Part-time police work has often been considered, since a married woman has a great deal to offer the service with her maturity and experience of life. It would be difficult, however, not to treat her as a special case when it came to working more unsociable hours; although it is appreciated that many would not want to work the full shift system. Such women could work conventional hours, and make a real contribution to the "traditional" work of a reconstituted women police department.

## Maturity

Police work is a responsible occupation which should be performed by mature people well experienced in the ways of the world, and the recent decision to recruit constables at the age of 18½ years has raised certain questions. There is no substitute for a period of outside employment to develop the maturity necessary for the efficient performance of police work. The ability to appreciate a citizen's reaction to the police is much easier for an officer who has lived as an adult outside the service.

## Establishment

Across the divisions of a particular force there may be a wide variation in the frequency and type of crimes investigated. A reduction in offences involving

police cadets have a wider experience of

# HOW THE OTHER HALF LIVE



For the first time tickets were sold to outsiders of the Traffic Division for their Annual Dinner and Dance, held at the Heybridge Moat House, Ingateshore on March 9.

Guests included The Chief and Lady Nightingale, and from the pictures that appeared afterwards, it appeared that everyone was up to some form of hi-jinks.

Our picture shows how the other half live. From left to right Chief Inspector Ken Hambleton; Mrs. Allen, wife of Chief Inspector Joe Allen, Mr. J. Duke supporting Mrs. Allen and a tray, Mrs. Hambleton and The Chief.

## Athletics

### SUMMER ATHLETICS FIXTURES

May 5	Inter-Police friendly	Chelmsford
May 8	Southern League	Parliament Hill
May 12	Southern Counties Open	Crystal Palace
May 15	Essex Championships	Woodford
May 19	Essex Championships	Woodford
May 22	Southern League	Maidenhead
May 26	Match v. GPO	East London
June 3	Essex Police Champs	Chelmsford
June 9	Inter-Police friendly	Oxford
June 22	Regional Championships	Welwyn
June 26	Southern League	Maidenhead
June 30	Inter-Cadet Match	Chelmsford
July 17	PAA Championships	Cleckheaton
July 24	Southern League	Chelmsford
August 11	Inter-Police friendly	Oxford
September 8	Inter-Police friendly	Oxford
September 22	Inter-Police friendly	Chelmsford

their own ammunition.

The main result was: Champion shot: 1, John Sutton 894; 2, Phil Webb 881; 3, Mick Brangham 844.

The handicap competition was just a re-arrangement of the Champion Shot positions with Mick Brangham taking first place and John Sutton being demoted to third place.

Planning is going on to devise a more effective handicap system to bring lesser known shots into the limelight.

There were strong contingents from Southend East, Staff and Chelmsford Divisions and a most enjoyable evening was had, due in no small way to the assistance of Bill Roberts, Keith Bartlett and Anne Sutton.

The P.A.A. Championships will be held at Bisley from September 15, to the 17.

One of the most strongly

contested competitions at this meeting will be the Combat Course which consists of firing 60 rounds centre fire at ranges varying from 50 metres to 7 metres, from differing positions under restricted time.

This competition requires ability to shoot well under competition conditions together with considerable handling skills.

In the past three years Essex Police have won the competition once and been second twice.

The Section are always on the look out for new talent and any officer who thinks that he/she has the necessary attributes, is prepared to prove it, is willing to spend time and money in training for a place in the team, and either has his/her own centre fire pistol or is authorised to use police firearms, is asked to contact Chief Inspector John Sutton at Corringham.

a practical beginning and started a move towards equality which can only bring benefit to the police service and to the society in which it operates.

This equality is no fundamental right, but is a claim which must be earned. Too often women represent wasted resources and untapped potential until given this chance to dismiss those unlikely to become efficient constables.

The United Nations declared 1975 as International Women's Year. This provided a general opportunity to examine and reconsider the role of women in the community, and to highlight the limitations still imposed upon them. Three themes were emphasised, and of the three equality and development are of particular relevance to women in the police service. In the past year moves in this direction have included equal pay and greater opportunities to participate in all aspects of police work. Much still remains to be done however.

## Wastage

Too many cadets — both men and women — exhibit their lack of maturity and judgement by resigning shortly after becoming constables. Following the heavy expenses of initial training the loss of any recruit is to be regretted. Since women police are in a minority the wastage of any of their probationers is proportionately more serious.

These losses could be reduced if greater consideration was given to the quality of potential recruits rather than their numbers. It is reasonable to expect that after this stricter selection procedure, anyone accepted would undertake a minimum period of service. The average member of the public already believes that the police enlist for a specified period, and

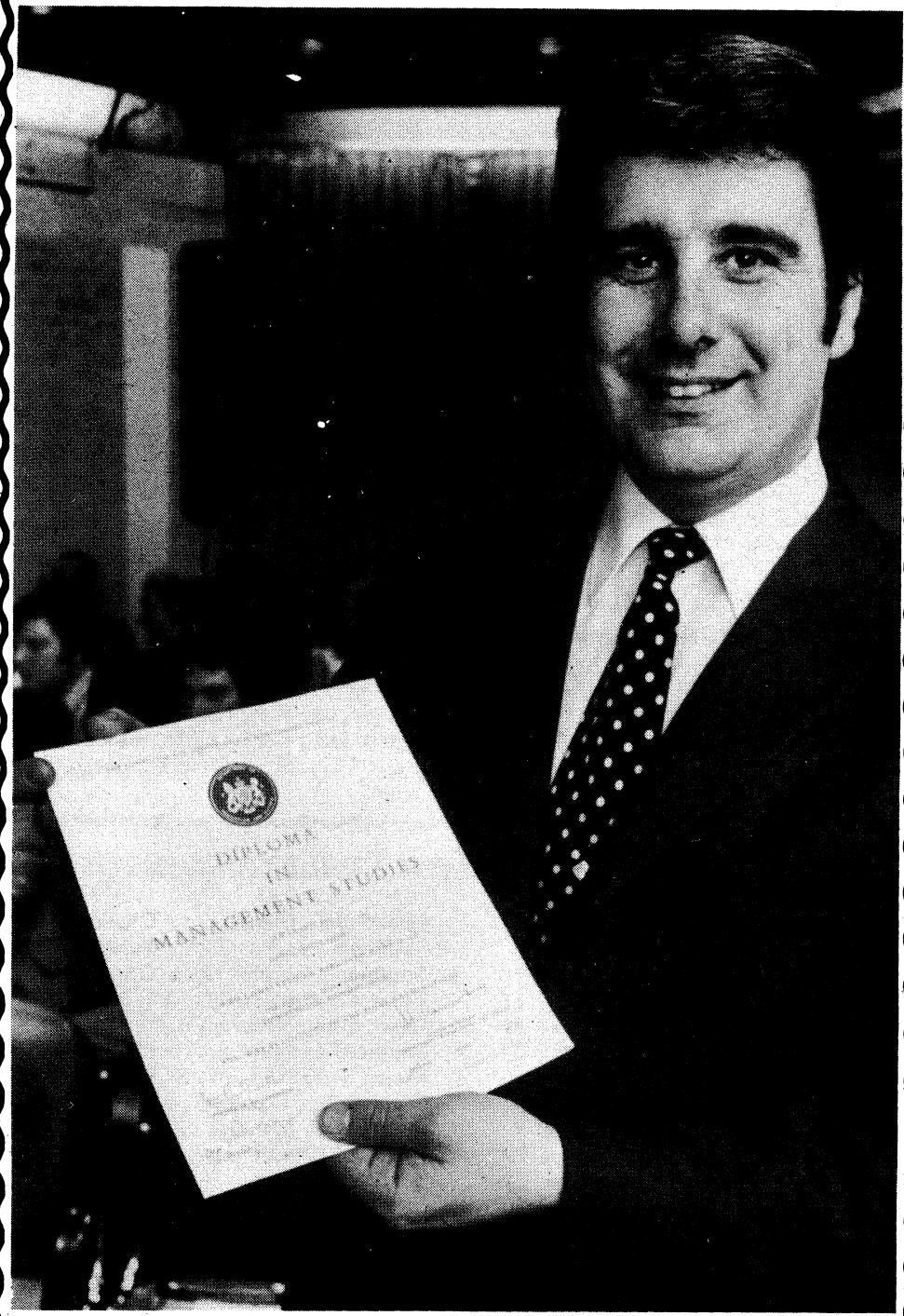
## Future

In the past many have achieved professional fulfilment in the service, but women's position in the future can only be built on the ideals envisaged by a chief constable thirty years ago, which are as valid now as they were when he wrote: "Modern policewomen must have patience, tact, endurance, kindness, room for sentiment without being sentimental; firmness, ability to discern between the false and the true; physical mental and moral courage, a good education, zeal, a strong interest in social and human problems, and that saving grace a sense of humour... Like wisdom itself their price is about rubies."

## Lifetime

It is virtually a lifetime since the first policewoman appeared on the streets, but some of the prejudices they faced are still met with today. These can be overcome, but little real progress will be made while women are in a minority. Sir Robert Mark has given integration

# And a diploma as proof

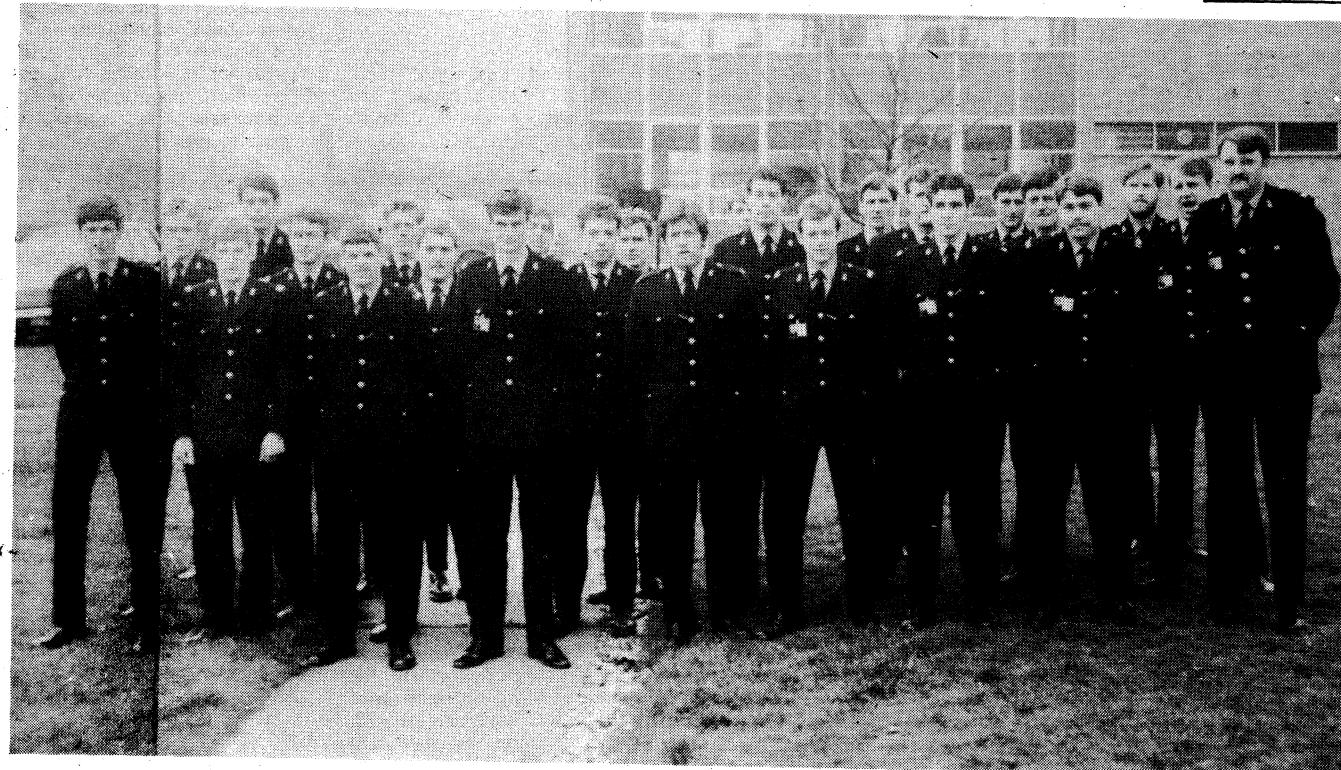


Pictured by Chelmsford Weekly News, Ray Bowker, Head of Offices Services, H.Q., is shown with his award having successfully completed a post graduate diploma course in management studies.

The course, spread over three years, included studies in Accounting, Statistics, Management Science, Industrial Relations and Personnel Management, Economics, Law, Marketing and Production.

Mr. Bowker's diploma, together with his management experience qualifies him for acceptance as an Associate Member of the British Institute of Management.

## Large intake reinforce divisions



NEW recruits all of the male variety to have come back from training schools from all round the country. Some, as can be seen are looking quite keen, some apprehensive and some downright bored.

They are, from left to right: — David Webb, (Grays); Martin Edwards, (Grays); David Turner, (Grays); David McDonagh, (Grays); Geoffrey Shroder, (Chelmsford); Terence Spellman, (Chelmsford); John Summerfield, (Chelmsford); Malcolm Turner, (Chelmsford); Malcolm

Ding, (Colchester); Kelvin Fry, (Southend East); Timothy Yarham, (Colchester); Julian Gibb, (Grays); Peter Moule, (Colchester); David Proud, (Basildon); Anthony Tillman, (Basildon); Michael Wood, (Chelmsford); Keith Beechener, (Colchester); Anthony Best, (Colchester); Nigel Branch, (Chelmsford); Lester Baker, (Harwich); Peter DeVallieant, (Colchester); Peter Anderson, (Colchester); Michael Franks, (Basildon); John Mertl, (Brentwood); David Hulme, (Southend East).

## National Association of Retired Police Officers by Bert Brinkley

### Proposed Force Lottery

MEMBERS will have read of the proposed Force Sports Lottery in the last issue of "The Law" and probably expressed similar feelings as myself and desirous of 'having a go'. Let me dispel any such feelings right away by saying pensioners are precluded from taking part in the lottery. I have discussed this matter with the Deputy Chief Constable and the rules are definite that only monthly paid members of the Force are eligible. I am therefore sorry there is no possibility of stretching the rules.

I have been asked by H. Thistlethwaite & Co, Process Servers of 19 Queensgate, Branham, Stockport, SK7 1JT. Tel: 061-439-6432 to furnish the name and address of any pensioner interested in the service of process and enquiries in the Halstead area. Any pensioner interested should communicate with the firm direct quoting ref. No. HCE/KML. Details of wages, etc., were not quoted.

### Association Ties

A supply of ties has now been received, any person interested should forward £1.20 which includes postage.

### Former D.C.C.

A letter from the Branch was sent to Mr. Burns, Chief Constable of Suffolk wishing him and Mrs. Burns a long, happy and well earned retirement from the Suffolk Police. Mr. Burns has since replied reciprocating our good wishes and his personal regards to those who still remember him. Mr. Burns had intended to retire in 1977 but in view of his progressive deterioration in Mrs. Burns's health he felt obliged to bring his retirement forward a few months. Mrs. Burns

**FOLK NIGHT**  
May 4, 1976  
**Southend Club Room**  
**Commencing 8 p.m.**  
**The return of the popular group 'Trinity Road'.**

remains fairly cheerful and appreciated our good wishes. I am sure all pensioners will join with me in wishing Mrs. Burns a speedy return to normal health.

### Annual Bowls Fixture v. Regular Police

The date of this fixture has yet to be confirmed, bearing in mind the Pensioner's Garden Party is fixed for July 8, either the 15, or July 22, had been suggested. I hope to announce the definite date in the next issue of "The Law".

### New Membership

Applications for enrolment are sent out from Headquarters Registry, on retirement. Pensioners are invited to join either of the Branches, Chelmsford, Colchester or Southend. Write to: (Chelmsford) B. G. Brinkley, 93 Sandford Road, Chelmsford. (Colchester) A. W. Simpson, 16 Quintons Corner, East Bergholt, Colchester, Suffolk. (Southend) F. Tucker, 25 Redstock Road, Southend-on-Sea.

### Social Security Pensions — Earnings Rule

It is worthwhile recording that the earnings limit for Social Security Retirement Pensioners was raised from £9.50 to £20 a week last April. From April 5, 1976, the limit will be raised to £35 a week and from April 4, 1977, it will be further increased to £50 a week. Those pensioners whose Social Security pensions have been withheld or reduced because of the earning rule should have had a complete restoration where earnings are less than £20.10 a week or restored in part if earnings exceed £20.10 but not £33.59 a week. Now for the punishment — it is emphasised that the earnings Rules has nothing to do with Income Tax liability.

Income tax liability is brought home to us immediately but when one is trying to reserve the code and get something back, it is a totally different matter. Two such cases are in the pipe-line at the moment — one is six weeks old — and not even an acknowledgment has been received which tends to leave one somewhat frustrated, but persistence will bring its reward in due time. An old saying worth repeating "Endure pain, but never cause it" could apply to our Taxing Authorities.

## Shock posting awaited recruit

ON PERUSAL of the latest Force Order 'B' it was interesting to note that Essex Police are 'taking over' Met. ground on May 28, 1976.

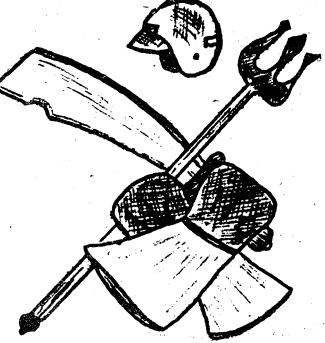
For P.C. 31 D. Brander is being posted, according to the order, to Brentford.

He will, no doubt, have a difficult job for he will only just have left training school and be the only Essex officer to take over from one Met. Chief Inspector, one Met. Inspector, twelve Met. Sergeants and forty nine Met. constables.

### CHRISTIAN POLICE ASSOCIATION ESSEX BRANCH

The next meeting will be held at Fellowship House, Pilgrims Hall, Pilgrims Hatch, Brentwood, (on the A128 road, Brentwood to Ongar road), at 7.30 p.m. on Tuesday 4th May 1976. Anyone who wishes to come will be most welcome.

## Who's off



## What's on

HERE we go again. P.C. 1167 please ring H.Q. extention 236. Where the hell is the motor cycle notes? They don't give you five minutes peace in this place I tell you. Panic, flap, worry.

So then you guys, I'll give you five minutes of my valuable time and show you what has taken place in the last few weeks. Whilst it was raining the other day, I happened to look into the Garage at H.Q. whereupon I spotted a motor cycle. I am not going to say that it was dirty but I think the badge was of a foreign nature and there may have been a shaft drive sticking out from somewhere. We decided that under the circumstances that a walk in the other direction was called for before a frantic scream was emitted from someone with more fruit salad on his uniform than mine saw it. I fully understand that these machine are capable of all sorts of wonderful things, but ploughing!!!

I saw that three new riders are possibly going to Harlow for patrol duties the other day. What's up lad, have you to supply sidecars before going on the motor-way or something. Or is it that you now need a machine gunner to stop your recidivistic motorists? I cannot make that one out yet. But, when they arrive lets have their names and gen' in order that they can be suitably endowed with 'nicknames' and welcomed to the fraternity.

A visit for tea was arranged the other day, by that large fellow from Southend ... Brian 'Can I have a bigger screen' Waller. On arriving home he was waiting with his tongue hanging out having ridden at least 300 yards from the garage to my place. Well, he stayed for one cup and thought he had better leave for the seaside. I closed the door only to have it rattled after two or three minutes. 'It won't start' he shouts with dismay. I said, 'stick it in second or third and I'll try to push you to start it!' I then ran the entire length of my road twice without the thing so much as coughing. (the only thing that coughed was ME). Needless to say, the garage had to be summoned and he departed somewhat late. Having waved him farewell, I thought I am out of condition or just plain shattered. Any promise that I may have had promptly went out of the window. Particularly after pushing about 5 cwt plus with super bod thereon.

Kojak and I thought the other day about putting in for some plain Kawasaki 900cc motor cycles having had to chase up to 115 m.p.h. plus. (In a plain 3 litre of course). It's always the same. Bored out of our tiny minds, we had just purchased some Chinese for consumption at midnight with our usual gallon of Saki, when out of the darkness shattered a thing going like the proverbial dingbat. This was in the High Street. As a gesture of good will we decided to give chase and promptly found ourselves doing about 80 in the main road. After a couple of miles at high speeds we thought that we had had enough and the time had come for the naughty lad to be stopped. Have you ever tried to stop someone who thinks that you are just having a burn up with him for fun? Well, the faster we went the faster he went. Having failed to find this funny, Kojak put the two tones on and the rider of the thing, (a Kawasaki 750) almost fell off, but reduced speed having decided that he didn't want to play any more and was duly potted. Needless to say, our Chinese was cold and not at all tasty, particularly having been recovered from the far corners of a patrol car floor.

**THE LAW** H.Q. telephone extensions 216 or 236

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